



## Diversity, Equity & Inclusion Policy January 2021

Kohlberg & Company (“Kohlberg”) is committed to fostering, cultivating and preserving a culture of diversity, equity and inclusion. At Kohlberg, we know that diverse teams achieve better results and that different perspectives give us the power to make better decisions for our employees, portfolio companies and investors. As a Firm, we pledge to create a culture of inclusivity that continually seeks embrace diversity of thought, experience, race, gender, ethnicity, disability, veteran status, identity or expression, language, political affiliation, socio-economic status and other characteristics that make our employees unique.

The following three initiatives help us drive the change Kohlberg is committed to making.

- **Accountability & Focused Governance:** Our Diversity, Equity & Inclusion (“DEI”) Committee, led by our Managing Partner and Chief Investment Officer, was established to create and implement DEI goals specific to our organization.
- **Continuing Education:** In order to drive change, we know that we must continually refresh our knowledge and understanding of Diversity, Equity & Inclusion best practices. We commit to hosting annual DEI training for our employees to ensure that our team remains inspired and action-oriented.
- **Data Gathering & Progress Monitoring:** While our commitment is steadfast, the journey to create optimally diverse and inclusive environments is ongoing and will take time to be fully realized. Gathering data across Diversity, Equity & Inclusion categories internally and across our portfolio companies will guide action, allow us to monitor progress and strengthen accountability.

Kohlberg’s commitment to Diversity, Equity & Inclusion is focused across four critical practices.

- **Recruiting:** Internally and across our portfolio companies, we are committed to creating diverse teams and, accordingly, we consistently evaluate a diverse slate of candidates for every internal and portfolio open role.
- **Retention & Development:** Across all talent development processes, including promotion, benefit review, succession planning, compensation review, professional development, training and social programs, we are committed to creating fair and standard policies to ensure that we are fostering a culture built on the premise of gender and diversity equity. In order to help employees better achieve balance between work and outside interests, we have introduced more flexibility into our work environment.
- **Inclusive Cultures:** Our core values of respect, integrity, inclusion, innovation and excellence are foundational. We strive to ensure that every colleague has a voice, feels valued, and has access

to opportunities. We believe celebrating differences will allow our employees to reach their full potential.

- **Commitment to Community Development:** We are committed to supporting the many communities we serve in their quest to promote greater understanding and respect for diversity.

All employees of Kohlberg have a responsibility to treat others with dignity and respect at all times. All employees are expected to exhibit conduct that reflects inclusion during work and in their personal lives. All employees are also required to attend and complete annual diversity awareness training to enhance their knowledge to fulfill this responsibility.

Any employee found to have exhibited any inappropriate conduct or behavior against others will be subject to disciplinary action and potential termination.

We encourage any employee who believes she/he/they have been subjected to any kind of discrimination that conflicts with the Firm's Diversity, Equity & Inclusion Policy and related initiatives to contact the Diversity, Equity & Inclusion Committee.

**Diversity, Equity & Inclusion Committee**

Sam Frieder, Managing Partner

Gordon Woodward, Chief Investment Officer

Sanaz Raczynski, Head of Sustainability

Brady Delaney, Director of Talent